



DEPARTMENT OF THE ARMY

U.S. Army Corps of Engineers
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

CEHR-C

06 OCT 1997


MEMORANDUM FOR Commanders, Major Subordinate Commands; Commanders and Directors, Laboratories and Separate Field Operating Activities; and Directors and Office Chiefs, HQUSACE

SUBJECT: Recruitment and Selection Policy for GS-15 and Supervisory GS-14 Positions

1. The Corps of Engineers is a very dynamic and multi-faceted organization; our workforce must be equally dynamic and multi-faceted. Work assignments range from the design and construction of the facilities which support our military forces to maintaining and operating locks and dams which enable free movement up and down our nation's waterways. Accomplishing these multi-function missions requires a workforce with diverse talents, abilities and skills. In this context, the term "diverse" has much broader implications than race and gender; it is intended to describe broad and varied life and work experiences.

2. It is our intent to look at senior selections from a broad, corporate perspective. Our corporate recruitment policy for GS-15 and Supervisory GS-14 positions ensures that we consider, select, train, and develop a work force with diverse attributes and talents who will exemplify the competencies required to support our Strategic Plan. By requiring significant senior level involvement in this process, we reinforce our core values and the importance of selecting the best person for the job, regardless of the source.

3. One of our Strategic Vision Sub-Strategies is to "Reshape Culture". Success will be achieved when we have a culture in which behaviors, actions, and decisions are consistent with a "One Corps" philosophy supporting quality customer service and our corporate values of integrity, professionalism, quality, and caring.



JOE N. BALLARD
Lieutenant General, USA
Commanding